



County of San Diego

DEPARTMENT OF HUMAN RESOURCES

LABOR RELATIONS DIVISION

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LETTER OF UNDERSTANDING BETWEEN THE COUNTY OF SAN DIEGO AND THE DISTRICT ATTORNEY INVESTIGATORS ASSOCIATION (DI & DM UNITS)

VACATION TERMINAL PAYMENTS FOR EMPLOYEES IMPACTED BY LAYOFFS

This attests and records the agreement of the County of San Diego and the District Attorney Investigators Association (DI & DM Units) regarding vacation terminal payments for employees impacted by layoffs. These changes are subject to adoption by the Board of Supervisors of the Compensation Ordinance amendments.

ARTICLE 6. PAID LEAVES

Section 2. Vacation

Vacation is paid time off earned by eligible employees.

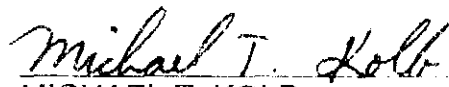
A. Eligibility

To earn vacation credit, or become entitled to take vacation, an employee must be paid at a biweekly rate.

Where the rate of pay of an employee is changed to an hourly, per diem, per clinic, per license issued or any other rate of pay other than a biweekly rate, such employee shall not be entitled to any vacation and shall discontinue earning vacation credit. Such employee shall be paid the monetary value of all his/her unused vacation credit and for any vacation earned but not yet credited to him/her at the time of the change in his/her rate of pay.

An employee's vacation earned becomes available for use as it is accrued, and may be used in the payroll period following the payroll period in which it was earned. However, no vacation credits shall be eligible for terminal payment until the employee has completed a minimum of one year (twelve (12) months) of continuous paid service in his/her current employment **except when the separation is because of layoff.**

FOR THE COUNTY OF SAN DIEGO:



MICHAEL T. KOLB
Labor Relations Manager

Date: 6-2-04

**FOR THE DISTRICT ATTORNEY
INVESTIGATORS ASSOCIATION (DI &
DM UNITS):**



DAVID SWIM
Negotiator

Date: 6/8/04